DEPARTMENT OF THE ARMY

Modern Defense Civilian Personnel Data System (DCPDS)

Personnel & Employment Service Washington

BRIEFING OVERVIEW

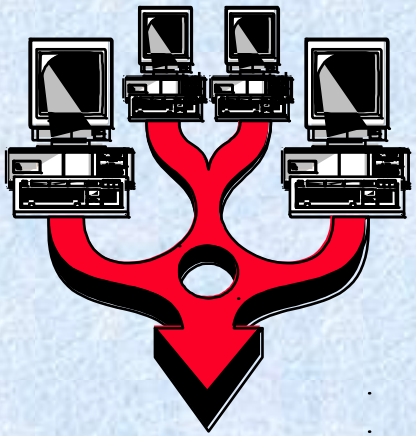
- Why Implement the Modern System?
- What is the Modern System?
- What Can the System Do?
- What Tools are Available for Managers?
- What is Organizational Hierarchy?
- What is Required for System Deployment?
- What Can Users Expect?

WHY IMPLEMENT THE MODERN SYSTEM?

- Reduce multiple and duplicative civilian personnel information systems
- Reduce costs - annual steady state savings of $94M
- Support regionalization and reductions in personnelists

- Mandated by GAO and Congress
- Full deployment required in Defense by CY 2000

WHAT IS THE MODERN DCPDS?



State-of-the-Art

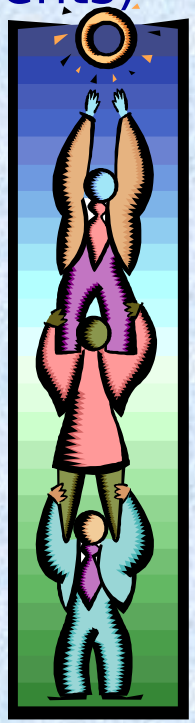
Human Resources Information System

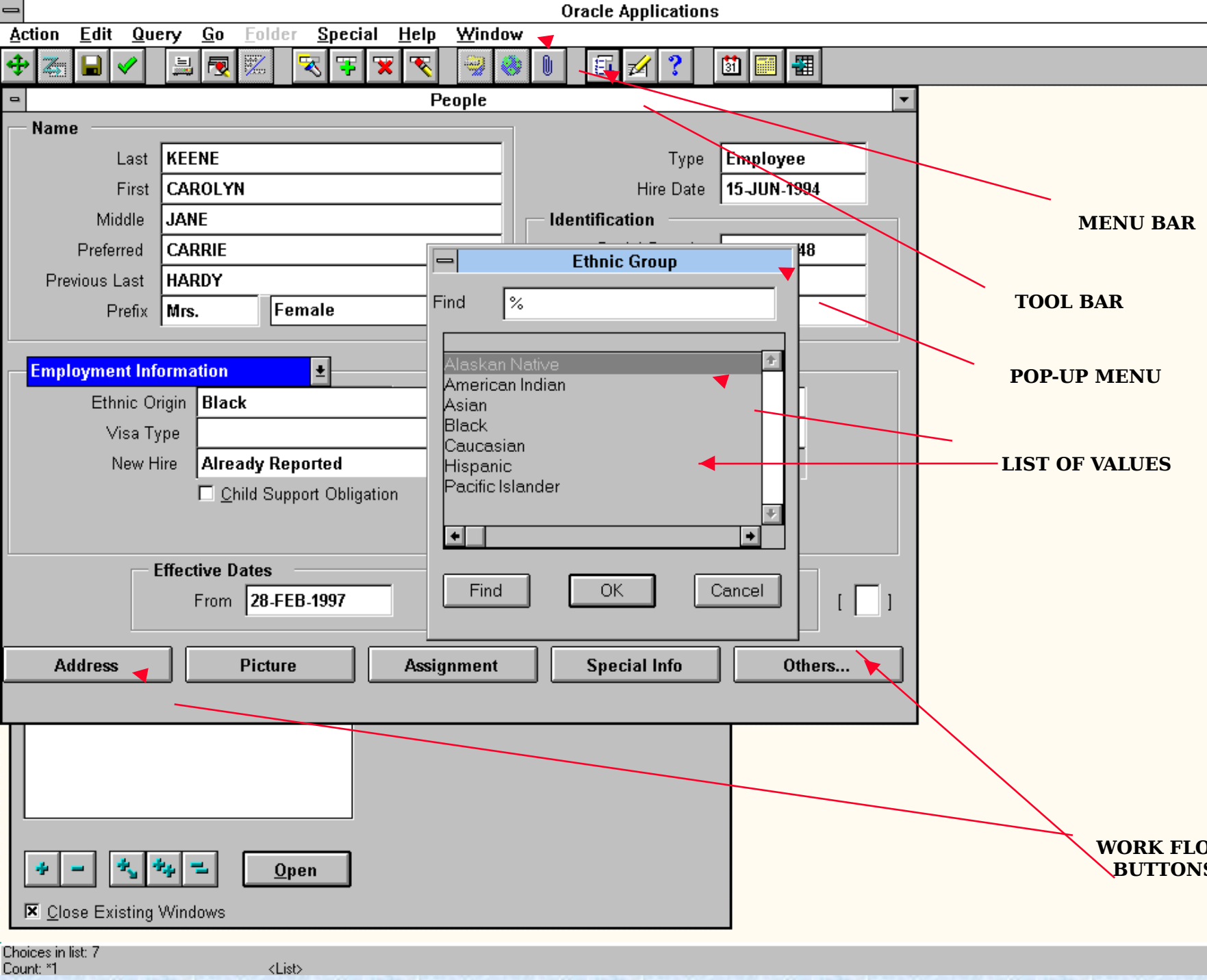
for DoD civilian employees (AF, NAF, LN)

- Oracle human resources COTS product
- Developed for DoD by CPMS and Lockheed Martin
- Replacement of Legacy DCPDS, multiple DoD systems, and PPI suite tools
- Relational database with enhanced system features
- Interfacing tools - Resumix, Oracle Training Administrator (OTA), COREDOC

WHAT THE SYSTEM CAN DO

- Process personnel transactions (e.g., promotions, retirements)
- Generate suspense reports (e.g., NTE actions)
- Maintain employee history
- Support statutory & regulatory reporting requirements
- Provide information on organization & position hierarchy
- Process & maintain a variety of personnel related information (e.g., training, performance management)




Oracle Applications
Action Edit Query Go Folder Special Help Window
People
Name
Last KEENE
First CAROLYN
Middle JANE
Preferred CARRIE
Previous Last HARDY
Prefix Mrs.
Female
Type Employee
Hire Date 15-JUN-1994
Identification
Employment Information
Ethnic Origin Black
Visa Type
New Hire Already Reported
Child Support Obligation
Effective Dates
From 28-FEB-1997
Ethnic Group
Find %
Alaskan Native
American Indian
Asian
Black
Caucasian
Hispanic
Pacific Islander
Find
OK
Cancel
Address
Picture
Assignment
Special Info
Others...
Open
Close Existing Windows
Choices in list: 7
Count: *1
<List>
MENU BAR
TOOL BAR
POP-UP MENU
LIST OF VALUES
WORK FLOW BUTTONS

A TOOL FOR MANAGERS

- Initiate personnel actions and send them to their servicing Civilian Personnel Advisory Center
- View permitted information about the positions and employees supervised
- Create, modify, and update position management and classification information
- Initiate training requests for employees
- Retrieve information for their organizations and print numerous standard reports

ORGANIZATIONAL HIERARCHY

- Organizational structure/architecture to depict chain of command from the Secretary of Defense to the installation level
- Organization hierarchy consists of Agency code, Command code, Unit Identification Code, Cleartext, Geographic Location
- Purpose is to set up lines of command for
  - Security
  - Supervisory relationships
  - Reports

SYSTEM DEPLOYMENT

- Pre-deployment
  - Marketing
  - Database clean-up
  - Clean-up organization tables & implement realignments
  - Build organization hierarchies
  - Training
  - Secure user account builds
  - Notification to unions

- Two-week conversion period
  - Legacy “shut down”
  - Personnel actions moratorium
  - Input “pipeline” actions
  - Check interfaces
  - Review and repair hierarchies
  - Provide users IDs and passwords

WHAT USERS CAN EXPECT

- More screens and pick lists
- Faster payroll resolution
- Easier reports retrieval process
- Personnel actions processed faster
- Learning curve for all
- Disruption in servicing and processing
- Increased fill/classification time during deployment and initial post-deployment

SUMMARY

- Expect challenging transition
- Full preparation for deployment is imperative -- to include equipment, database cleanup, training and marketing
- Ultimately more powerful system than current system -- will get better with use and feedback
- Expect modifications due to lessons learned from previous deployment sites